

## Request for City Council Action

Date: July 15, 2002

To: Council Member Lisa Goodman, Community Development Committee  
Council Member Barbara Johnson, Ways and Means/Budget Committee

Refer to: MCDA Board of Commissioners

Prepared by Kent Robbins, Workforce Coordinator Phone 612-673-5187

Approved by Chuck Lutz, MCDA Interim Executive Director \_\_\_\_\_

**Subject: Living Wage- Job Linkage- Neighborhood Employment Report**

**Previous Directives:** In October of 1997 the Board of Commissioners approved an extension of MCDA's contract with the Minnesota Department of Economic Security to operate the Minneapolis Enterprise Zone Incentive Grant Program. In June of 1995 the Minneapolis City Council and Mayor amended the existing Job Linkage process to requiring job creation, job retention, and Minneapolis hiring goals. Regarding Living Wage, the Council adopted the City's Living Wage Policy in 1997, and substantially amended and restated it on February 2, 2001 to comply with the Minnesota Business Subsidy Act.

**Ward:** NA

**Neighborhood Group Notification:** NA

**Consistency with *Building a City That Works*:** NA

**Comprehensive Plan Compliance:** NA

**Zoning Code Compliance:** NA

**Impact on MCDA Budget:** (Check those that apply)

- ☒ No financial impact
- ☐ Action requires an appropriation increase to the MCDA Budget
- ☐ Action provides increased revenue for appropriation increase
- ☐ Action requires use of contingency or reserves
- ☐ Other financial impact (Explain):

**Living Wage / Business Subsidy:** Indicates production in 2001

**Job Linkage:** Same as above

**Affirmative Action Compliance: NA**

**RECOMMENDATION:**

**City Council Recommendation: The Interim Executive Director recommends that the City Council receive and file this report**

**MCDA Board Recommendation: The Interim Executive Director recommends that the Commissioners receive and file this report.**

**Background/Supporting Information**

This transmittal provides hiring information for companies that have contractual agreements with the MCDA. It also indicates job placements from our collaborative agreements with Neighborhood Employment and Training (NET) and Minneapolis Employment and Training Program. (METP)

The report indicates hiring activity for the period from January 1<sup>st</sup> through December 31<sup>st</sup>, 2001. It includes totals from Job Linkage Agreements, Minnesota Business Subsidy Agreements and job placements funded through State Enterprise Zone funds.

Hiring data from Attachments 1, 3 and 4 indicate a total of 1274 job hires with 1043 or 81.86% earning wages at or greater than the area's 2001 living wage of \$9.33 per hour. 716 or 56.20 % live in Minneapolis.

Attachment 1 shows Job Linkage projects dating from 1995 to the present. Job Linkage agreements are voluntary agreements that businesses sign with the MCDA that set five-year job hiring and retention goals. Businesses are asked to employ Minneapolis residents whenever possible. Jobs that pay the area's Living Wage or higher are preferred. The Living Wage for Minneapolis in 2001 of \$9.33 per hour was based on 110 % of 2001 Federal Poverty Guidelines for a family of four.

Attachment 1 shows six numbered columns that indicate the following:

1. Base Employment- The number of employees working when the Job Linkage Agreement was signed.
2. Job Linkage Goal- The 5-year Goal for job hiring that businesses try to achieve.
3. The total number of employed for each business on 12/31/01
4. Total Hired- Total number of employees hired in 2001
5. Livable Wage- Number of employees hired in 2001 that earned \$9.33 per hour
6. Mpls hires- Number of employees hired in 2001 that lived in Minneapolis.

Totals for Attachment 1 indicate that 87% of all those hired in 2001 earned the Area's living wage of \$9.33 per hour or better. 48% of those hired lived in Minneapolis.

Attachment 2 indicates future Job Linkage projects under construction or completed in 2001. Eight of the businesses have signed Job Linkage agreements and will be subject to job reporting beginning in December 2002. Attachment 2 indicates Job Goals totaling 1110 jobs.

The Minnesota Business Subsidy Act was passed by the Minnesota State Legislature in 1999 and amended in 2000. The Minneapolis City Council and Mayor approved the Living Wage Policy in February 2001 to formalize implementation of this state legislation.

Attachment 3 indicates six signed Minnesota Business Subsidy Agreements.

Business Subsidy Act provisions mandate that a recipient who receives a business subsidy from the City or MCDA for the development objective of job creation/retention must create at least one full time living wage job for every \$25,000 of subsidy. In instances where objectives other than job creation and retention have been established, recipients must still successfully complete them within two years after the project is finished.

Business subsidy agreements are different from job linkage agreements because failure to meet job and wage objectives under Business Subsidy requires repayment of the subsidy. Recall that the Job Linkage agreements are voluntary and have no negative consequences for failure to meet goals.

Attachment 3 shows in a footnote that one of Business Subsidy recipients, Graco Inc., has hired 36 new employees one year after completion of their building. All these employees are paid salaries substantially greater than \$9.33 per hour.

Attachment 4 shows the placement by employer and job title of Minneapolis residents utilizing several Minneapolis Enterprise Zone Incentive Grants funded by the Minnesota Department of Economic Security and administered by MCDA staff. These job placements emphasize job retention and salary promotion. All 218 persons live in Minneapolis and 124 began their employment at a salary in excess of \$9.33 per hour, the Minneapolis Living Wage for 2001.

Attachment 5 conveys an assessment of our Living Wage resolution and Job Linkage Program from the University of Massachusetts-Amherst. According to their initial research, Minneapolis compares favorably with other cities across the country in its recognition and application of subsidy accountability measures.

[illegible]

[illegible]

[illegible]

**Attachment 2**  
**Future Job Linkage Projects**

		<b>Local</b>	<b>Job</b>	
		<b>Public</b>	<b>Linkage</b>	
<b>Address</b>	<b>Ward</b>	<b>Participation</b>	<b>Goals</b>	
1220 Marshall St. NE	3	\$11.5 Million MILES T.I.	80 Jobs	
2637 3rd Ave. S.	2	\$337,000 MILES	25 Jobs	
900 6th Ave. SE	2	\$1.5 million TI	30 Jobs	
7th & Hennepin	5	\$39 million TI	150 Hotel Jobs ***	
3032 Snelling Ave. S.	9	\$2.7 Million IDB	42 Jobs	
500 Stinson.Bld. NE	1	\$16.6 million TI	360 Jobs-Phase I	
2450 Riverside Ave.	2	\$118 million HRB	280 jobs	
210 16th Ave. North	5	\$827,000 Miles- Clean-up	6 Jobs	
1500 Wash Ave. S.	2	\$7.5 mill CDRRB	37 jobs	
2nd St. & Chicago Ave. S.	2	Credit of up to \$750,000 for Parking Revenue	100-200 Jobs	
			<b>Total 1110 jobs</b>	





<b>Attachment 3</b>				
<b>Minnesota Business Subsidy Agreements</b>				
<b>2000-2001</b>				
			Local	
			Public	Job Goals/
<b>Project</b>	<b>Address</b>	<b>Ward</b>	<b>Participation</b>	<b>Community Goals</b>
Dunn Brothers	811 11th Ave.	7	FMV Land Sale	Community Stabilization
Graco Inc.**	88 11th Ave. NE	3	1,175,000 TI	47 Living Wage Jobs
Ryan Company - Grain Belt	1220 Marshall St. NE	3	\$11.5 million MILES, TI	Historic Preservation
Plymouth Avenue Studio	2406 Plymouth Ave.	5	\$119,499	Community Stabilization
	Mpls., Mn 55411		2% Loan & NRP	
West Photo Inc *	21 University N.E.	5	\$100,000 CDBG	Community Stabilization
Thymes Inc.	900 6th Ave. S.E.	2	\$1.5 million	30 Living Wage Jobs

\* Executed in May, 2002

**\*\* Graco reported 36 new hires in the first year following expansion. All 36 employees were paid hourly wages substantially greater than the City's living wage. 6 of these employees lived in Minneapolis.**

<b>Attachment 3</b>				
<b>Minnesota Business Subsidy Agreements</b>				
<b>2000-2001</b>				
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			<b>Public</b>	<b>Job Goals/</b>
<b>Project</b>	<b>Address</b>	<b>Ward</b>	<b>Participation</b>	<b>Community Goals</b>
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<b>Job linkage Employment Report December 31, 2001</b>										
									<i>Livable</i>	
				<i>Local</i>		<i>Jobs</i>	<i>Emp.</i>	<i>Hired</i>	<i>Wage</i>	
				<i>Public</i>	<i>Base</i>	<i>Link</i>	<i>As of</i>	<i>1/1/01 to</i>	<i>1/1/01 to</i>	<i>Mpls.</i>
<i>Business</i>	<i>Agreement</i>	<i>Address</i>	<i>Ward</i>	<i>Participation</i>	<i>Emp.</i>	<i>Goal</i>	<i>12/31/01</i>	<i>12/31/01</i>	<i>12/31/01</i>	<i>Hires</i>
Adhesive Systems	13-May-97	2645 26th Ave. So.	9	Land Sale	9	12	19	3	3	0
Ambassador Press	10-Dec-96	1400 Wash. Ave. N.	5	IRB, TI, Land Sale	54	33	66	4	4	2
ASAP Printing	17-Oct-97	3110 West Lake Street	7	Cap. Inv. Fund loan	36	28	74	15	9	2
Baker Bearing / BW	24-Mar-97	2515 26th Ave. S.	9	Soil Correction	11	19	16	2	1	1
Cord Sets	12-Dec-97	1115 Aldrich Ave. N.	5	TI	32	8	32	0	0	0
CSM (University)	01-Aug-96	1700 Elm St. SE	2	TI	0	180	220	87	76	78
CSM (Kasota) #	01-Apr-96	2575 University	2	TI	0	78	232	49	49	26
D. C. Sales	27-Jul-95	1113 E. Franklin Ave.	6	TI, Land Sale	45	14	50	5	4	3
Garelick Steel	12-May-97	1900 No. 2 St.	5	Land Sale	21	11	19	2	2	1
Graphic Systems	17-Aug-95	2632 26th Ave. S.	9	Land Sale	46	R46	40	5	5	3
Green Institute	17-Nov-95	2845 16th Ave. S.	6	NRP and EC contract	0	64	37	19	11	12
Harmony Engineering	07-Jul-99	460 Hoover St. NE	1	IRB	96	30	46	18	18	1
Handicabs	02-Jan-99	1154 N. 5th St.	5	TI Land Sale	128	141	254	204	198	116
Hiline, Inc.	09-Dec-96	2730 Summer St. NE	1	FMV Land Sale	15	5	13	0	0	0
Impact Mailing	24-Jun-97	3600 Lyndale No.	4	BDF	103	31	82	14	10	11
Mack Engineering	11-Aug-97	3215 East 2nd St.	2	Land Sale	30	9	38	22	19	9
Midwest Automation	05-Dec-96	3530 E. 28th St.	9	BDG	40	9	37	9	9	2
New French Bakery	20-Jun-97	2609 26th Ave.	9	BDG, Land Sale	22	49	60	20	14	19
Northern Cap	07-May-98	2633 Minnehaha	9	Land Sale, IRB	119	30	124	11	8	5
Rochford Supply	28-Nov-97	1500 Wash. Ave.	5	FMV Land Sale	27	34	27	9	9	6
Siewert Cabinet	22-Apr-97	2640 Minnehaha	9	FMV Land Sale	19	12	45	24	24	7
CSM Hospitality (Milwaukee Depot)	05-Oct-00	300 Washington Ave. S.	5	12.1 Million	0	190	228	228	145	119
Sub Totals:					853	987	1759	750	618	423

Attachment 1 Continued										
Job linkage Employment Report										
December 31, 2001										
									<i>Livable</i>	
				<i>Local</i>		<i>Jobs</i>	<i>Emp.</i>	<i>Hired</i>	<i>Wage</i>	
				<i>Public</i>	<i>Base</i>	<i>Link</i>	<i>As of</i>	<i>1/1/01 to</i>	<i>1/1/01 to</i>	<i>Mpls.</i>
<i>Business</i>	<i>Agreement</i>	<i>Address</i>	<i>Ward</i>	<i>Participation</i>	<i>Emp.</i>	<i>Goal</i>	<i>12/31/01</i>	<i>12/31/01</i>	<i>12/31/01</i>	<i>Hires</i>

#### Attachment 4

MCDA	10/9/00	PARENTS IN COMMUNITY INC	4225 - 3RD AVE S	DISHWASHER	\$10.08	40	10/9/01	1	1	1	\$9.50
MCDA	10/10/00	US BANK	919 LAKE ST E	TELLER	\$10.00	40	10/10/01	1	1	1	\$11.00
MCDA	10/12/00	BELA PRIMA	40 - 7TH ST S STE 22	FOOD SERVICE	\$8.50	40	10/12/01	1	1	1	\$9.00
MCDA	10/23/00	SUMMIT ACADEMY OIC	935 OLSON MEMORIAL HWY	PRE VOC INSTRUCTOR	\$11.53	32	10/23/01	1	1	1	\$11.90
MCDA	10/23/00	SUMMIT ACADEMY OIC	935 OLSON MEMORIAL HWY	ADMIN ASST	\$13.46	40	10/23/01	1	1	1	
MCDA	10/26/00	CATHOLIC CHARITIES	1624 CHICAGO AVE S	FLOOR WORKER	\$10.46	32	1/26/01	1			
MCDA	10/30/00	HOLIDAY	2124 FRANKLIN AVE E	LABOR	\$8.00	40	10/30/01	1	6	1	\$9.00
MCDA	11/6/00	HCMC	701 PARK AVE S	ORDERLY	\$10.00	40	11/6/01	1	1	1	\$10.50
MCDA	11/20/00	BETHLEHEM BAPTIST CHURCH	720 - 13TH AVE S	MAINTENANCE	\$11.00	40	11/20/01	1	1	1	\$12.50
MCDA	11/24/00	GREYHOUND BUS LINES	950 HAWTHORNE AVE	DOCK WORKER	\$8.15	32	11/24/01	1	6	6	
MCDA	11/27/00	GRAYBAR ELECTRIC	2300 - 25TH ST E	WAREHOUSE	\$13.50	40	5/27/01	1	1	1	\$16.25
MCDA	11/29/00	METRO MOBILITY	1154 - 5TH ST N	DRIVER	\$9.25	50	2/29/00	1	1	1	\$10.00
MCDA	12/1/00	AMERICAN INDIAN OIC	1845 FRANKLIN AVE E	EMPLOYMENT DEV COUNSELOR	\$13.50	40	12/1/01	3	3	1	\$10.00
MCDA	12/5/00	CONCORDIA HEALTH CARE	1620 OAK PARK AVE	CERT NURSING ASST	\$9.72	40	12/5/01	1	1	1	\$12.50
MCDA	12/18/00	MIDWEST PUBLISHING	2929 DUPONT AVE S	TELEMARKETER	\$9.00	40	12/16/01	1	6	1	\$9.00
MCDA	12/18/00	MIDWEST PUBLISHING	2929 DUPONT AVE S	TELEMARKETER	\$9.00	40	12/18/01	3	6	6	
MCDA	12/21/00	TARGET	2400 LAKE ST E	WAREHOUSE STOCKER	\$9.50	40	12/21/01	2	2	1	\$10.00
MCDA	1/3/01	HMONG AM MUTUAL ASSIST ASSOC	1209 GLENWOOD AVE	EMPLOYMENT SPECIALIST	\$12.75	40	4/3/01	1	1		
MCDA	1/8/01	HMONG AMERICAN MUTUAL ASSOCIATION	1209 GLENWOOD AVE	ESL TEACHER	\$12.75	40	4/8/01	1	1		
MCDA	1/8/01	US BANK	2800 EAST LAKE ST	TELLER	\$8.50	32	4/8/01	1	1		
MCDA	1/10/01	JOBBER'S WAREHOUSE SUPPLY	800 - 3RD AVE N	WAREHOUSE	\$9.00	40	4/10/01	1	1		\$10.00

MCDA	1/23/01	TARGET	2400 LAKE ST E	CUSTOMER SERVICE	\$8.50		4/23/01	6	6		
MCDA	2/4/01	GREATER LAKES FOOD BANK	554 8TH AVE NORTH	DRIVER	\$10.00	40	5/4/01	1	1		\$12.00
MCDA	2/5/01	MPLS PUBLIC SCHOOL	1250 WEST BROADWAY	BILINGUAL AIDE	\$15.01	40	5/10/01	1	1		
MCDA	2/5/01	PILLSBURY NEIGHBORHOOD SERVICE	420 15TH AVE S	JOB BANK AIDE	\$10.35	31	5/5/01	1	1		
MCDA	2/9/01	ABM JANITORIAL	222 S 9TH STREET	JANITOR	\$8.00	40	5/9/01	1	1		\$9.25
MCDA	2/9/01	ATLAS STAFFING	212 WASHINGTON AVE NORTH	JANITOR	\$8.50	40	5/9/01	1	1		
MCDA	2/12/01	US BANK	2800 EAST LAKE STREET	TELLER	\$9.00	40	5/12/01	1	1		\$11.00
MCDA	2/15/01	ZIP SORT, INC	277 - 12TH AVE NORTH	SWEEPER	\$8.00	40	5/15/01	1	1		\$9.20
MCDA	2/15/01	P.P.L. S.H.O.P.	850 - 15TH AVE NORTHEAST	WAREHOUSE	\$8.00	40	5/18/01	1	1		\$8.50
MCDA	2/19/01	STREMAL	260 PLYMOUTH AVE N	WELDER	\$10.00	40	5/19/01		3		
MCDA	2/19/01	PIONEER COLLEGE CATERING	910 ELLIOT AVE S	COOK	\$10.00	40	5/19/01	1	1		\$11.50
MCDA	2/26/01	WARREN SHADE	2825 E HENNEPIN AVE	FINISH PRODUCTION	\$9.20	40	5/26/01		1		
MCDA	2/26/01	MARA-MI, INC	650 TAFT ST NE	ASSEMBLER	\$10.13	40	5/28/01		1		\$9.00
MCDA	2/26/01	WARREN SHADE	2825 E HENNEPIN AVE	PRODUCTION	\$9.25	40	5/24/01	1	1		
MCDA	2/26/01	BUREAU OF ENGRAVING-ELECTRONIC GRP	3311 NE BROADWAY STREET	ASSEMBLER	\$13.30	40	5/28/01	1	4		
MCDA	2/26/01	MN DIVERSIFIED INC	2828 - 10TH AVE SOUTH	WAREHOUSE	\$9.50	40	5/29/01	6	6		
MCDA	2/26/01	COMMUNITY HOSP. LINEN SERVICES	201 ROYALSTON AVE NORTH	LABORER	\$9.45	40	5/28/01	1	1		
MCDA	2/27/01	TIMBERLAND LUMBER CO	250 FREMONT NORTH	CARPENTER	\$11.03	40	6/4/01	3	6		
MCDA	3/1/01	METRO TRANSIT TEAM INC	1154 N 5TH ST	RESERVATIONIS T	\$8.75		6/1/01	3	1		\$10.00
MCDA	3/1/01	ENGINEERING UNLIMITED	1320 12TH AVENUE NORTH	ASSEMBLER	\$8.50	40	9/10/01	1	1		

MCDA	3/1/01	SPARTAN PROTECTION	2515 26TH AVE SOUTH	SECURITY	\$10.50	40	9/3/01	1	1		
MCDA	3/5/01	MENTOR CORPORATION	1601 WEST RIVER ROAD N	MEDICAL ASSEMBY BONDING	\$9.00	40	9/5/01	1	1		
MCDA	3/5/01	MENTOR CORPORATION	1601 W RIVER ROAD	MEDICAL ASSEMBLER	\$10.50	40	9/5/01	1	1		
MCDA	3/5/01	MENTOR CORPORATION	1601 WEST RIVER ROAD N	MEDICAL ASSEMBLY	\$10.50	40	9/5/01	1	1		
MCDA	3/6/01	EMPLOYMENT ACTION CENTER	900 S 20TH AVENUE	EMPLOYMENT SPECIALIST	\$14.58	40	6/6/01	1	1		
MCDA	3/7/01	THE CLOTHESLINE	2901 HENNEPIN	SALES	\$8.00	40	9/7/01	1	1		\$8.25
MCDA	3/12/01	LITTLE EARTH OF UNITED TRIBES	2501 CEDAR AVE SO	APT CLEANER	\$8.50	40	6/12/01	1	1		
MCDA	3/12/01	MENTOR CORPORATION	1601 NW RIVER ROAD	MEDICAL ASSEMBLER	\$9.50	40	9/12/01	1	3		
MCDA	3/13/01	ENGINEERING UNLIMITED INC	1320 - 12TH AVE NO	ASSEMBLER	\$8.50	40	9/13/01	1	1		
MCDA	3/21/01	FREEPORT WEST	2222 PARK AVE S	YOUTH ADVOCATE	\$13.16	40	7/19/01	6	5		
MCDA	3/22/01	PILLSBURY UNITED COMMUNITIES	420 15TH AVE S	CASE MANAGER	\$12.55	38	6/22/01	1	1		\$18.75
MCDA	4/1/01	GRANDMA SALOON AND GRILL	1810 WASHINGTON AVE S	COOK	\$10.50	40	10/1/01	6	2		\$5.15
MCDA	4/1/01	MENTOR - UROLOGY	1601 WEST RIVER RD	ASSEMBLY	\$9.50	40	9/29/01	1	1		\$8.30
MCDA	4/9/01	DOUBLETREE HOTEL	1100 LA SALLE AVE	DISHWASHER	\$8.00	40	10/9/01	1	1		\$7.50
MCDA	4/12/01	RADISSON HOTEL - METRODOME	615 WASHINGTON AVE SE	COOK	\$9.25	40	10/12/01	1	1		\$9.25
MCDA	4/12/01	MERITEY LOGISTICS	3310 N 2ND STREET	PICKER/PACKER	\$11.20	40	7/11/01	6	6		
MCDA	4/16/01	THE CLOTHESLINE	2901 HENNEPIN S	LABOR	\$8.00	40	10/16/01	1	1		\$9.25
MCDA	4/19/01	BOOKMEN, INC	525 N 3RD ST	PICKER/PACKER	\$8.00	40	7/18/01	1	1		
MCDA	4/23/01	DIVISION OF INDIAN WORK	1001 EAST LAKE STREET	CASE AIDE	\$11.29	32	10/23/01	1	1		
MCDA	4/23/01	PILLSBURY UNITED COMMUNITIES	2507 N FREMONT	DRIVER	\$10.35	40	7/22/01	1	1		
MCDA	4/25/01	PROJECT FOR PRIDE IN LIVING	808 FRANKLIN AVE	DISASSEMBLING COMPUTERS	\$6.00	40	7/25/01	6			

MCDA	5/1/01	ZIPSORT	277 12TH AVE N	SORTER	\$9.55	40	11/1/01	1	1		
MCDA	5/2/01	WELLS FARGO BANK	1031 10TH AVE SE	BANK TELLER	\$8.00	40	11/28/01	1	1		
MCDA	5/3/01	MENTOR CORPORATION	1615 W RIVER RD	PACKAGING	\$9.75	40	8/3/01	1			
MCDA	5/3/01	EMPIRE DOOR & GLASS CO	3016 MINNEHAHA AVE S	GLASS REFINISHER	\$10.00	32	11/5/01	1	1		\$10.25
MCDA	5/7/01	PILLSBURY UNITED COMM	420 S 15TH AVE	SOC SERV	\$13.30	38	11/7/01	1	1		\$14.54
MCDA	5/7/01	MENTOR CORPORATION	1615 W RIVER RD N	MEDICAL ASSEMBLER	\$9.50	40	11/7/01	1	1		
MCDA	5/7/01	JOB LINK	1200 PLYMOUTH AVE N	RECEPTIONIST	\$10.00	40	8/5/01	1	1		
MCDA	5/9/01	MENTOR CORPORATION	1615 W RIVER RD N	ASSEMBLER	\$9.75	40	11/9/01	1	1		
MCDA	5/15/01	DIVERSIFIED DISTRIBUTORS	2828 10TH AVE S	WAREHOUSE	\$9.00	40	11/14/01	1	1		\$10.00
MCDA	5/16/01	AUTOMATED MAILING CORPORATION	1226 LINDEN AVE N	MACHINE OPERATOR	\$10.00	40	11/16/01	1	1		\$10.00
MCDA	5/17/01	PROSPECT FOUNDRY	1225 WINTER STREET	LABOR	\$10.50	40	11/17/01	1	1		\$13.00
MCDA	5/17/01	NYSTROM'S INC	1701 MADISON ST NE	DRAFTER	\$16.20	40	11/17/01	1	1		
MCDA	5/25/01	SUMMIT ACADEMY OIC	937 OLSON MEM HWY	MFIP COUNSELOR	\$11.00	40	11/25/01	1	1		
MCDA	5/27/01	GMCC DIV OF INDIAN WORK	1001 EAST LAKE	RECEPTIONIST	\$8.94	40	11/27/01	1	1		\$9.60
MCDA	5/28/01	TRANSIT TEAM	1154 NORTH 5TH STREET	DRIVER	\$10.00	40	11/28/01	1	4		
MCDA	6/1/01	RAG STOCK CO	830 N 7TH ST	PRODUCTION WORKER	\$7.00	40	12/1/01	1	1		
MCDA	6/1/01	LEFLORE CLEANING	1934 S ALDRICH AVE	JANITOR	\$8.00	40	12/1/01	1	1		\$9.65
MCDA	6/4/01	WHITE CASTLE	718 W. BROADWAY AVE	JANITOR	\$7.35	40	12/4/01	1	3		
MCDA	6/5/01	SUMMIT CHILDCARE CENTER	1015 OLSON MEMORIAL HIGHWAY	CHILDCARE ATTENDANT	\$8.00	31	12/5/01	1	1		
MCDA	6/6/01	PILLSBURY UNITED COMMUNITIES	2507 FREMONT AVE N	EMPLOYMENT SPECIALIST	\$14.50	30	9/4/01	1	1		
MCDA	6/8/01	MINNEAPOLIS PUBLIC SCHOOLS	807 NE BROADWAY	ADMINISTRATIVE ASSISTANT	\$17.83	39	12/8/01	1	1		

MCDA	6/11/01	PILOT CITY	1315 PENN AVE N	LABORER	\$9.50	40	9/9/11	1	3		
MCDA	6/11/01	TANAKA ADVERTISING	ONE MAINE ST SE SUITE 209	RECEPTIONIST/A DMIN ASST	\$10.50	40	12/11/01	1	1		
MCDA	6/11/01	THE BOOKMEN, INC	525 NORTH 3RD ST	ELEVATOR OPERATOR	\$8.00	40	9/9/11	3	3		
MCDA	6/15/01	PILLSBURY NEIGHBORHOOD	1701 OAK PARK AVE N	COMPUTER INSTRUCTOR	\$10.00	40	12/15/01	1	1		
MCDA	6/20/01	SUBWAY	2501 CENTRAL AVENUE NE	CREW MEMBER	\$7.50	40	12/20/01	1	1		\$8.75
MCDA	6/22/01	STREMEL	260 PLYMOUTH N	WELDER	\$10.00	40	9/24/01	3			
MCDA	6/25/01	DOUBLETREE HOTEL	1101 LASALLE AVE	SECURITY	\$11.00	40	12/23/01	1	1		\$10.50
MCDA	6/27/01	BACKDAHL MOVING	3040 4TH AVE S	LABOR	\$10.00	40	12/27/01	1	1		
MCDA	6/27/01	BACKDAHL MOVING	3040 4TH AVE S	LABOR	\$10.00	40	12/27/01	1	1		\$11.00
MCDA	6/29/01	PRINCESS RAIN DOVE DAY CARE	2312 BLOOMINGTON AVE	DAY CARE PROVIDER	\$9.00	40	9/29/01	1			
MCDA	7/2/01	LERNER PUBLISHING GROUP	1251 WASHINGTON AVE N	FORK LIFT DRIVER	\$10.00	40	10/2/01	1			
MCDA	7/4/01	BACKDAHL MOVING	3040 4TH AVENUE S	LABORER	\$10.00	40	10/4/01	1			
MCDA	7/5/01	NORTHERN CAP MFG CO	2633 MINNEHAHA AVE S	PATTERN CUTTER	\$7.50	40	10/5/01	1			
MCDA	7/6/01	RAGSTOCK CO	830 NO 7TH STREET	PRODUCTION WORKER	\$8.00	40	10/6/01	1			\$8.10
MCDA	7/6/01	ALLIANCE APARTMENTS	719 E 16TH STREET	SECURITY	\$9.00	40	10/6/01	1			\$8.50
MCDA	7/9/01	RAGSTOCK CO	830 NO 7TH STREET	PRODUCTION WORKER	\$7.00	40	10/9/01	1			\$7.10
MCDA	7/9/01	ADVANTAGE PERSONNEL	311 W LAKE STREET	LABORER	\$7.00	40	10/10/01	1			
MCDA	7/11/01	SUMMIT ACADEMY OIC	935 OLSON MEM HIGHWAY	CARPENTER	\$10.00	40	10/11/01	1			\$12.00
MCDA	7/12/01	RAGSTOCK CO	830 NO 7TH STREET	PRODUCTION WORKER	\$7.00	40	10/12/01	1			\$7.10
MCDA	7/13/01	ASI SIGN SYSTEMS	1301 WASHINGTON AVENUE N	ASSEMBLY	\$9.50	40	10/15/01	1			
MCDA	7/16/01	GOODWIL EASTER SEALS	919 E LAKE STREET	SOCIAL WORKER	\$13.46	40	10/16/01	1			
MCDA	7/16/01	TARGET STORES	701 W BROADWAY	STOCK PERSON	\$9.50	32	10/16/01	1			
MCDA	7/25/01	TCF MORTGAGE CO	801 MARQUETTE AVENUE S	UNDERWIRTER SUPPORT	\$11.83	40	10/25/01	1			



MCDA	7/26/01	PILLSBURY UNITED COMMUNITY	2507 FREMONT AVE N	CASEMANAGER	\$13.25	40	10/24/01	1			
MCDA	7/29/01	CHREOTOMATHY CENTER	310 E 38TH STREET #302	AIDE	\$10.10	40	10/29/01	2			\$11.00
MCDA	7/30/01	S&S COMMUNICATIONS	503 1ST AVENUE NE	ASSEMBLER	\$7.50	40	10/30/01	1			
MCDA	7/31/01	WW JOHNSON WHOLESALE	1929 E 24TH STREET	MACHINE OPERATOR	\$9.00	40	10/29/01	1			
MCDA	7/31/01	BOOKMAN	525 NO 3RD STREET	MATERIAL HANDLER	\$8.00	40	10/31/01	3			
MCDA	8/1/01	NYSTROM	1701 MADISON STR NE	WELDER	\$11.00	40	11/1/01	1			\$9.00
MCDA	8/3/01	H GREATER MPLS DAY CARE	1628 ELLIOT AVENUE S	DAY CARE PROVIDER	\$9.45	40	11/3/01	1			
MCDA	8/3/01	HIAWATHA METAL CRAFT	2631 31ST AVE S	LABOR	\$10.00	40	11/3/01	1			
MCDA	8/6/01	BOOKMEN	525 NO 3RD STREET	PICKER	\$8.00	40	11/6/01	1			\$8.25
MCDA	8/6/01	MENTOR	1615 W RIVER RD N	PACKAGING	\$9.86	40	11/6/01	1			
MCDA	8/6/01	BON APPETIT	1000 NICOLLET AVENUE S	COOK	\$11.00	40	11/6/01	1			
MCDA	8/6/01	SAWATDEE NICOLLET TO GO RESTAURANT	1005 NICOLLET AVE S	COOK	\$8.00	40	11/6/01	1			
MCDA	8/6/01	PILLSBURY UNITED COMMUNITIES	420 15TH AVENUE S	OUTREACH WORKER	\$12.23	40	11/6/01	1			
MCDA	8/8/01	THE THYMES	420 NO 5TH STREET #1100	ASSEMBLER	\$8.25	40	11/8/01	1			
MCDA	8/8/01	PILOT CITY	1315 PENN AVENUE N	DRIVER	\$9.00	40	11/6/01	1			
MCDA	8/12/01	SAVERS	2124 E LAKE STREET	CASHIER	\$6.50	32	11/12/01	2			
MCDA	8/13/01	AMERICAN STAIN MASTERS CO	966 CENTRAL AVENUE NE	CLEANER/SALES	\$12.00	40	11/13/01	1			
MCDA	8/13/01	RAINBOW FOODS	1104 LAGOON AVENUE	DELI CLERK	\$8.70	40	11/13/01	3			
MCDA	8/13/01	ELECTRIC MACHINERY CO INC	800 CENTRAL AVE NE	SHEAR OPERATOR	\$14.15	40					
MCDA	8/13/01	EASTSIDE NEIGHBORHOOD SERV	1700 2ND STREET NE	CAN	\$8.40	30					
MCDA	8/13/01	NORTHERN CAP MFG CO	2633 MINNEHAHA AVE S	COMPUTER OPERATOR	\$10.00	40	11/13/01	1			\$11.00

MCDA	8/15/01	MASTER WORK	1121 7TH STREET SO	PACKAGING	\$8.00	40	11/15/01	1			
MCDA	8/15/01	ONLY DEALS	2860 26TH AVENUE S	CASHIER	\$7.00	32	11/15/01	6			
MCDA	8/16/01	DIV OF INDIAN WORK	1001 E LAKE STREET	ADMIN AIDE	\$8.94	40	11/16/01	1			
MCDA	8/20/01	DIGITAL MARKETING CO	1200 7TH STREET NE	ZIPSORT OPERATOR	\$13.50	40	11/20/01	1			
MCDA	8/23/01	TIME MOTORS	1101 E LAKE STREET	DETAILER	\$8.00	40	11/23/01	1			\$8.00
MCDA	8/23/01	HEART OF THE EARTH SURV SCHOOL	1206 SE 5TH STREET	TEACHER	\$9.00	32					
MCDA	8/24/01	PILOT CITY	1315 PENN AVE N	CLERICAL CLERK	\$11.50	40	11/22/01	1			
MCDA	8/24/01	MENTOR CORPORATION	1615 W RIVER RD N	LOADER	\$9.50	40	11/26/01	1			
MCDA	8/25/01	ASI INC	2700 11TH AVENUE S	COUNSELOR	\$8.70	32	11/25/01	6			
MCDA	8/26/01	TARGET	1000 NICOLLET MALL	WAREHOUSE	\$8.75	40	11/26/01	1			\$11.50
MCDA	8/27/01	EMPLOYMENT ACTION CENTER	1527 E LAKE STREET	EMPLOYMENT COUNSELOR	\$15.00	40	11/27/01	1			
MCDA	8/27/01	MENTOR	1601 W RIVER ROAD	MACHINE OPERATOR	\$11.00	40	11/27/01	3			
MCDA	8/27/01	ALLIES: MEDIA/ART CO	2116 16TH AVENUE S	ADMIN ASSIT	\$7.50	32	11/27/01	1			\$9.00
MCDA	8/28/01	CHRESTOMATHY	310 E 38TH STREET	PROGRAM TRAINER	\$10.00	40	11/28/01	1			
MCDA	8/29/01	HEART OF THE EARTH	1209 4TH STREET SE	MAINTENANCE	\$10.50	40	11/29/01	1			
MCDA	8/30/01	CENTRAL VILLAGE WAY TO GROW	425 25TH AVENUE S	FAMILY RESOURCE WKR	\$11.17	40	11/30/01	3			
MCDA	8/31/01	QUALITY LASER CARTRIDGE RECHARGER	1701 E HENNEPIN AVENUE	ASSEMBLY	\$7.50	40	11/29/01	3			
MCDA	9/1/01	US BANK	919 E LAKE STREET	TELLER	\$10.00	40	12/1/01	1			
MCDA	9/2/01	HOEM DEPOT	1520 NEW BRIGHTON BLVD	STOCKER	\$9.30	40	12/20/01	1			
MCDA	9/2/01	HOME DEPOT	1520 NEW BRIGHTON BLVD	STOCKER	\$9.30	40	12/2/01	1			

MCDA	9/2/01	HOME DEPOT	1520 NEW BRIGHTON BLVD	STOCKER	\$9.30	40	12/2/01	1			
MCDA	9/4/01	MENTOR COOPERATION	1615 W RIVER RD N	SELF CATH	\$9.36	40	12/4/01	1			\$10.60
MCDA	9/4/01	SPIN CYCLE	904 W BROADWAY	CUSTOMER SERVICE	\$9.00	40	12/7/01	1			
MCDA	9/4/01	MENTOR COOPERATION	1615 W RIVER RD N	SELF CATH	\$9.86	40	12/4/01	1			\$10.60
MCDA	9/5/01	RAGSTOCK CO	830 NO 7TH STREET	PRODUCTION WORKER	\$7.00	40	12/5/01	1			
MCDA	9/5/01	LERNER PUBLISHING GROUP	1251 WASHINGTON AVE N	ODER FILLER	\$9.50	40	12/5/01	1			\$10.00
MCDA	9/5/01	PIONEER METAL FINISHING CORP	1717 W RIVER ROAD	ASSEMBLY	\$9.25	40	12/5/01	1			
MCDA	9/10/01	STARK ELECTRICS	401 ROYALSTON AVE N	ASSEMBLER	\$7.50	40	12/10/01	1			
MCDA	9/10/01	ABBOTT NW HOSPITAL	800 E 28TH STREET	CAN	\$10.70	40	12/10/01	1			
MCDA	9/10/01	PILOT CITY	1315 PENN AVE N	DRIVER	\$8.00	40	12/9/01	1			
MCDA	9/12/01	EMBASSY SUITES	425 S 7TH ST	ENGINEER	\$10.00	40	12/12/01	3			
MCDA	9/12/01	ANISHINABE EMPLOYMENT SERVICES	2525 E FRANKLIN AV	RETENTION SPECIALIST	\$12.00	40					
MCDA	9/12/01	HOME DEPOT	1520 BRIGHTON BLVD	STOCKER	\$9.30	40	12/12/01	1			
MCDA	9/12/01	GFI AMERICA	2815 BLAISDELL AVE S	QUALITY CONTROL	\$7.00	48					
MCDA	9/14/01	DOUBLETREE HOTEL	1100 LASALLE AVE	FRONT DESK	\$9.00	40	12/19/01	1			
MCDA	9/14/01	LAIDLAW TRANSIT SERVICES INC	3400 SPRING STREET NE	BUS DRIVER	\$9.95	40	12/14/01	1			
MCDA	9/15/01	HOME DEPOT	1520 BRIGHTON BLVD	STOCKER	\$9.30	40	12/15/01	1			
MCDA	9/18/01	PERKINS	901 27TH AVENUE S	COOK	\$12.00	40	12/10/01	1			
MCDA	9/19/01	PRO STAFF	40 SO 7TH STREET	MAILROOM CLERK	\$11.00	40	12/19/01	1			\$12.00
MCDA	9/20/01	HOME DEPOT	1520 NEW BRIGHTON BLVD	STOCKER	\$9.30	40	12/20/01	1			
MCDA	9/21/01	CHRESTOMATHY CENTER	310 E 38TH STREET #304	MENTAL HEALTH ASST	\$11.00	40	12/21/01	1			\$12.00
MCDA	9/24/01	MPLS FATHER PROJECT	2901 2ND STREET NE	EMPLOY COUNSELOR	\$14.50	40	12/24/01	1			
MCDA	10/1/01	MPLS PUBLIC SCHOOLS	807 BROADWAY N	JANITOR	\$9.00	40					

MCDA	10/1/01	AUGUSTANA HOME	1007 E 14TH ST	DIEATRY AIDE	\$8.24	40					
MCDA	10/2/01	HOME DEPOT	1520 NEW BRIGHTON	STOCKER	\$9.30	40					
MCDA	10/2/01	THE ROUNDUP BEER HALL	201 E LAKE STREET	WAITRESS/BARTENDER	\$7.00	32					
MCDA	10/4/01	SMURFIT STONE CONTAINER	50 3TH AVE NE	MACHINE OPERATOR	\$12.40	40					
MCDA	10/5/01	PRECISION ASSOC INC	740 N WASHINGTON AVE	ASSEMBLY WORKER	\$9.75	40					
MCDA	10/5/01	HOME DEPOT	1520 NEW BRIGHTON BLVD	STOCKER	\$9.30	40					
MCDA	10/8/01	MENTOR CORPORATION	1615 W RIVER ROAD	ASSEMBLER	\$10.00	40					
MCDA	10/8/01	COMMUNITY HOSPITAL LINEN	201 ROYALSTON	LAUNDRY AIDE	\$9.85	40					
MCDA	10/8/01	HOME DEPOT	1520 NEW BRIGHTON BLVD	STOCKER	\$9.30	40					
MCDA	10/9/01	GARELICK STEEL CO	1900 N 2ND ST	STEEL WORKER	\$10.00	40					
MCDA	10/10/01	HOME DEPOT	1520 NEW BRIGHTON	STOCKER	\$9.30	40					
MCDA	10/12/01	EASTSIDE NEIGHBORHOOD SERV	1700 NE 2ND STREET	JANITOR	\$8.00	30					
MCDA	10/15/01	PIONEER CATERING	910 ELLIOT AVE S	FOOD SERVICE	\$9.33	40					
MCDA	10/15/01	MENTOR CORPORATION	1615 W RIVER RD	PACKAGER	\$10.92	40					
MCDA	10/15/01	HOME DEPOT	1520 NEW BRIGHTON	STOCKER	\$9.30	40					
MCDA	10/16/01	HOME DEPOT	1520 NEW BRIGHTON BLVD	CASHIER	\$8.79	40					
MCDA	10/16/01	SPIRIT SCREEN PRINTING LTD	1715 NE BROADWAY	SCREEN PRINTER	\$7.50	40					
MCDA	10/20/01	HOME DEPOT	1520 NEW BRIGHTON BLVD	STOCKER	\$9.30	40					
MCDA	10/22/01	ADECCO	900 2ND AVE S	MAIL CLERK	\$9.50	40					
MCDA	10/23/01	HEALTH SYSTEMS COOPERATIVE	201 ROYALSTON AVE	ASSEMBLY	\$10.85	40					
MCDA	10/23/01	MENTOR CORP	1615 W RIVER ROAD	ASSEMBLER	\$9.50	40					
MCDA	10/24/01	PHILLIPS EYE INSTITUTE	2215 PARK AVE SOUTH	CAN	\$10.20	40					
MCDA	10/24/01	DIVISION OF INDIAN WORK	1001 E LAKE ST	CASE AIDE	\$11.22	32					

MCDA	10/28/01	BURNS INTERNATIONAL SECURITY	2220 E. FRANKLIN AVE	SECURITY GUARD	\$11.00	40					
MCDA	10/29/01	LORING NICOLLET COMM CTR	1925 NICOLLET AVE S	RECEPTIONIST	\$7.00	38					
MCDA	10/29/01	AU BON PAIN	80 S 7TH ST		\$40.00						
MCDA	10/30/01	HOME DEPOT	1520 NEW BRIGHTON	STOCKERQ	\$9.30	40					
MCDA	11/1/01	PILLSBURY UNITED COMMUNITIES	420 S 15TH AVE	OUTREACH WORKER	\$11.00	40					
MCDA	11/3/01	TARGET DOWNTOWN	900 NICOLLET MALL	LABOR	\$9.75	40					
MCDA	11/7/01	PARK SUPPLY, INC	2727 26TH ST E	ORDER TAKER	\$10.00	40					
MCDA	11/8/01	TARGET	900 NICOLLET MALL	WAREHOUSE	\$8.35	40					
MCDA	11/9/01	NORTHERN CAP MFG	2633 MINNEHAHA AVE S	ASSEMBLY	\$8.00	40					
MCDA	11/9/01	S&S COMMUNICATIONS	503 1ST AVE NE	ASSEMBLER	\$8.50	40					
MCDA	11/12/01	BEST STEAK HOUSE	317 CENTRAL NE	PREP COOK	\$7.50	40					
MCDA	11/15/01	BEST STEAK HOUSE	317 CENTRAL AVE NE	COOK	\$7.50	40					
MCDA	11/19/01	TCF	801 MARQUETTE	RESEARCH	\$8.54	40					
MCDA	11/21/01	AUGUSTANA HOME CARE	1510 11TH AVE S	NURSE ASST	\$10.00	40					
MCDA	11/26/01	EAST SIDE NEIGHBORHOOD SERVICE	1700 2ND ST NE	JANITOR	\$8.25	40					
MCDA	12/1/01	COUNTY HOSPITAL LINEN	201 ROYALSTON	LABOR	\$10.00	40					
MCDA	12/3/01	MENTOR CORP	1615 W RIVER RD	ASSEMBLER	\$9.25	40					
MCDA	12/4/01	WHITE CASTLE	BLAISDELL & W LAKE ST	CREW MEMBER	\$6.50	32					
MCDA	12/10/01	MENTOR CORP	1615 WEST RIVER RD N	SELF CATH	\$10.60	40					
MCDA	12/11/01	SBARRO	1016 WASHINGTON SE	FOOD SERVICE	\$7.50	35					
MCDA	12/17/01	ADM	335 SE MAIN ST	LABOR	\$10.50	40					
MCDA	12/17/01	ABBOTT NORTHWESTERN HOSPITAL	800 E 28TH ST	NURSING ASSISTANT	\$10.70	35					
MCDA	12/18/01	MPLS PUBLIC LIBRARY	2727 E LAKE ST	SECURITY OFFICER	\$13.09	40					
MCDA	12/20/01	H THE HUSTAD COMPANY	800 CENTRAL AVE NORTH	WELDER, ARC	\$12.50	40					

**Attachment 5**



10th Floor Thompson Hall  
Amherst, Massachusetts 01003-7510

Telephone: (413) 545-6355 Kent Robbins, Workforce Coordinator

Facsimile: (413) 545-2921 MCDA

Crown-Roller Mill, Suite 200  
105 Fifth Ave, South  
Minneapolis, MN 55401-2534

December 4, 2001

Dear Mr. Robbins:

I wanted to thank you again for all the time and care you took with my information request last month concerning the Minneapolis Living Wage ordinance and its application to business assistance recipients in your city. You were definitely one of the most helpful city officials with whom I dealt over the course of my research, and I appreciate your continued willingness to respond to my many questions about the situation in Minneapolis. Thanks to you I now have a much better grasp of the details of the scope of the city's Living Wage ordinance and the related Job Linkage program, and my research is much further along as a result.

As I was explaining over the phone, I have been conducting a study of the effect that living wage laws have had on wages for low-wage workers in cities which have adopted these laws. Of particular interest to me are larger cities such as Minneapolis where living wage laws have been crafted to cover subsidy recipients in addition to the more standard provisions which apply to city service contractors.

I have been focusing most of my attention on six of the early adopters of these business assistance clauses, namely Minneapolis, Los Angeles, San Jose, Oakland, San Antonio, and Detroit. As I mentioned to you, in compiling my data I was struck in particular with the case of Minneapolis and your efforts to implement your living wage ordinance there. With one exception (San. Antonio, TX) none of the other

cities I was studying had made any efforts to implement the subsidy recipient clause in their living wage laws. For one reason or another this part of the living wage law in these other cities was simply going unenforced. (My initial impression is that San Antonio and Minneapolis take this issue of subsidy accountability much more seriously since neither city has a service contractor component to their living wage laws.)

What makes the Minneapolis case stand out, however, is the extent to which you have utilized your Living Wage ordinance in conjunction with your Job Linkage agreement. As you shared with me, you have been able to reach several dozen businesses between the two programs. By contrast, San Antonio - the only other large city in my study which has acted on subsidy accountability measures - has been very selective in its application of the living wage ordinance, attaching conditions to at most a half dozen programs since the laws passage in August, 1998.

This means that Minneapolis has reached many times more subsidy recipients thorough a combination of Living Wage and Job Linkage than all other cities with similar clauses combined.

While we both are fully aware of the challenges that lie ahead for Minneapolis' living wage law such as expanding the number of businesses that participate in the program, making more of the benefits subject to revocation if employment creation goals don't materialize, possibly taking action against businesses who accepted subsidies but failed to fulfill their obligations, and navigating all these issues in the context of a weakening economy - it seems to me that your office has made substantial headway on all these issues already, especially as against comparable cities around the country.

Again, I appreciate all. your help, and I will, keep you apprised of the findings from the rest of my study.

Sincerely,

Mark D. Brenner

Assistant Research Professor

POLITICAL ECONOMY RESEARCH INSTITUTE

UNIVERSITY OF MASSACHUSETTS - AMHERST